CHAPTER 53

RETURN OF SERVICE

(Sponsor: NAVY PEOPLE-PSP EMP POL SO1)

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CHAPTER 53

RETURN OF SERVICE

5301. General

a. Joint policy for Return of Service (ROS) is contained in JSP 750 Chapter 3. All those responsible for the management and administration of RoS must make themselves conversant with the instructions contained in JSP 750.

b. When RN and RM personnel undertake specific courses of training, studies or receive financial bonuses, the Royal Navy requires a return on its investment. The normal requirement is that individuals complete an effective period of service called a ROS which is a legally enforceable period of time that an individual who has undertaken a course of funded training, taken up a secondment or placement within industry or been assigned into a designated command appointment shall be required to serve in order to give a reasonable return on the investment made by the MOD. Training falls into two areas: initial training, that undertaken by officers, ratings and other ranks prior to joining the trained strength; and further training, that undertaken by officers, ratings and other ranks who have joined the trained strength.

c. The Service not only invests in its people by means of training but also by appointing individuals into key roles, including command, where they acquire a breadth of experience and depth of knowledge which can be reinvested in subsequent positions, invaluable for the conduct of current operations, the administration of the Royal Navy and the future planning of Defence. It would be illogical for the Service to appoint individuals into such key roles without seeking an assurance that it will be able to reap the benefits of the experience and knowledge which they have gained during the relevant appointment. In order to ensure that the Service is investing in those from whom it can gain such a return, certain command appointments will carry a ROS (see Para 5308).

d. It is the responsibility of individuals to acquaint themselves with the ROS requirements and regulations prior to applying for courses/training, selection for SASB2/AASB2) appointments or before receiving bonuses. It will be necessary to complete the appropriate ROS undertaking form in order to undertake further training, take up command appointments or receive Financial Retention Initiative (FRI) bonuses (see Para 5303 sub para c or Para 5308 sub para b).

5302. ROS for Initial Training

a. **Officers.**

(1) Officers can voluntarily withdraw from initial training up to a defined point in their training pipeline known as the Premature Termination of Career Training (PTCT) point. Details of the PTCT and the voluntary withdrawal from training process can be found at Para 5402.

(2) Beyond the PTCT point, RN and RM officers are required to give a ROS in recognition of the cost of their initial training. For SUY/SCC officers promoted from the ranks, initial officer training is considered to be complete once individuals commence their first effective assignment. For all (except those promoted under the Senior Upper Yardman (SUY)/Senior Corps Commission (SCC) schemes) this is defined as the training completed prior to joining the trained strength (eg. Phase 1 training at BRNC Dartmouth and CTCRM Lympstone; Phase 2 professional training such as IWOC, ILOC(M) and SEMC).

(3) Details of the applicable initial training ROS are at Table 53B-1, whilst Table 53B-2 shows the point at which initial training is completed in all officer specialisations. Para 5305 contains information concerning ROS waivers.

b. **Ratings and Other Ranks.**

(1) All new recruits enlisting in the Royal Navy, who have not previously so enlisted, have a statutory right to claim discharge within their first six months of service, provided that they have completed a minimum four weeks' service (excluding leave periods and any forfeited service) from their date of entry, or until the day before their 18th birthday, if this comes after the end of the six month period. Full details can be found at Para 5403.

(2) **Minimum Time to Serve (MTS).** For ratings and other ranks, a ROS is required to consolidate an individual's training and give a reasonable return on the investment made by the Service. Having completed six months' service, or reached the age of 18 (if this comes after the end of the six month period), and subject to the exceptions that follow, ratings and other ranks become eligible to submit an application for Early Termination (12 months' notice) 2 ½ years after they have joined the Trained Strength; this is on completion of Phase 1 and Phase 2 training. This means that for the majority of Ratings and OR they will serve a minimum of 3½ years in total from the point they join the trained strength.

(3) The exceptions to the 2½ year rule are Student Naval Nurses and Medical Technicians who must complete a minimum of 3 and 3½ years respectively after joining the Trained Strength, on completion of training, before they can submit notice. This means Student Naval Nurses and Medical Technicians will serve a minimum of 4 and 4 ½ years respectively.

(4) Unlike the ROS for further career training, the MTS period cannot run concurrently with the notice period. An individual must complete the MTS period before they become eligible to apply for Early Termination.

(5) When a rating or other rank voluntarily transfers from one specialisation to another having already joined the Trained Strength, an additional ROS may be applied in accordance with Para 5125.c(4) and Para 5303.

5303. ROS for Further Training, Branch Transfer, Sideways Transfer and Financial Remuneration

a. **Training ROS.**

(1) A zero ROS is the normal standard for Service personnel attending further training courses i.e. that which follows the completion of initial training. Some tri-Service and single-Service further training courses and qualifications, however, exceptionally attract a training ROS (i.e. as a result of being demonstrably expensive; lead to highly marketable skills or qualifications; normally of at least six months' duration, including modules of a course that add up to six months or more; in areas where there is a significant current or forecast operational or manning pinch points and failure to retain the individual would have a direct impact on the immediate output or operational capability of the organisation; where workforce organisations require a long lead time to trawl, nominate and assign an individual to a training course). These courses are published regularly by DIN, in JSP 750 Chapter 3 (Annex A for Joint and Tri Service non-Medical training and Annex B for Joint and Tri Service Medical training) and Table 53C for RN only courses.

(2) A training ROS will normally only be applied where an individual attends a discrete course of training away from normal duty. It is accepted that some training is delivered in the course of normal duties, but such training would not normally attract a training ROS unless it resulted in a recognised qualification in a transferable skill.

(3) A Training ROS may also be applied to a Phase 2 course where it is completed by an individual as part of a transfer between branches, trades, specialisation or Service after completion of the training in their original branch; commencement of the ROS will be in accordance with Para 5304.a. All personnel will be required to complete Form S2658 prior to commencement of training.

(4) A training ROS is applied to all Sideways transfer branch courses; commencement of the ROS will be in accordance with Para 5304.a. All personnel will be required to complete Form S2658 prior to commencement of training.

b. **Financial ROS**

(1) **Bonus Payments or Financial Retention Incentives.** From time to time, bonuses may be offered to personnel in shortage categories as a retention measure, with a financial ROS required in return - see JSP 754 (Tri Service Regulations for Pay and Charges) for more details. In general terms, the ROS will run concurrently with any other ROS required by courses or training. Individuals wishing to submit an Application for Early Termination whilst still bound by this type of ROS will be required to pay back some or all of the money they received.

c. **The 'ROS Declaration' for Further Training Courses and FRIs**

(1) Individuals who are eligible to apply for Early Termination will be required to waive that right for a period equal to the length of the training course (if there is no ROS attached to the course) or the length of the course plus any ROS required for volunteering to attend a further training course.

(2) It is a condition of undertaking any course or accepting any FRI which attracts a ROS that all personnel must sign a written undertaking to state that they understand and accept the ROS requirement. A ROS Declaration (for officers, see Annex 53A; for ratings and other ranks, use Form S2658), will be issued to the individual by either the Training Establishment or the Career Manager with instructions for its completion in the Remarks of the Assignment Order which assigns them to the course. The completed and signed undertaking must be returned as required (once an individual has applied for and been accepted for an FRI or bonus, the Unit HR informs DBS JPAC to take the appropriate payment action and forwards the original completed and signed application form to the Career Manager) and the individual's Earliest Exit date in JPA will be amended by the Career Manager. Mistakes found subsequently on the form itself or the loss of a signed form will not necessarily exempt the individual from being obliged to complete the ROS in force at the time; each case will be considered on its merits. Career Managers should store the signed form by scanning the document into JPA and attaching it as a public document to the Scribble Pad area and, vitally, forward the form to the DBS JPAC Records Office, since it will be required in the event that the SP challenges the ROS liability. Refusal to sign the form, when presented, will debar the individual from starting the course and the individual will be reassigned.

(3) Once an individual has applied for and been accepted for an FRI or bonus, the Unit HR informs DGS JPAC to take the appropriate payment action and forwards the original completed and signed application form to the Career Manager. On receipt of the form, the Career Manager is to update the individual's JPA record with the ROS name, ROS date and Earliest Exit Date.

(4) All individuals may serve out their notice period concurrently with the final 12 months of any outstanding ROS.

5304. ROS General Points

a. **ROS Starting Point.** Whilst a training ROS will normally commence on the completion of the course, the ROS obligation is incurred from the start date of the course and may be applied, subject to Service needs, at any time, irrespective of the final course outcome.

b. **Concurrency.** All periods of training ROS, whether for initial or further training, together with any time an individual is committed to serve as part of their Service engagement, will run concurrently unless otherwise specified. Employers and Career Managers are to ensure that an individual has sufficient service remaining in order to complete the relevant training ROS prior to formally committing the individual to a training course.

c. **Withdrawal from Training - Impact on ROS**

(1) Individuals who embark on a course of further training are not permitted to apply for Early Termination during the training.

(2) Individuals who are withdrawn from further training (for whatever reason), or who effectively withdraw themselves from training, will need to 'work off' a period of ROS. As a rule, this period will be determined by the Navy Command Headquarters Terms of Service Team (in conjunction with the appropriate Career Manager and Branch Manager), taking into consideration a number of factors. These include the amount of the course that has been completed, the perceived value of the training to potential external employers, the course length, course frequency and number of places per course, the attractiveness of the course to Royal Navy personnel, the loss to the Service if the individual does not complete the training, the ability of the Service to select, assign and train replacement personnel and, finally, the reason for not completing the course eg. compassionate or career change.

(3) As a general rule, personnel who leave or fail to complete those courses which are highly sought after and embrace easily transferred skills, such as management accountancy and barrister training, are likely to be required to complete the majority, if not all, of their ROS commitment.

(4) However, individuals will, if they are otherwise qualified, be permitted to apply for Early Termination with effect from the date of failure or withdrawal from training. Individuals who have requested an extension of service in order to qualify under Para 5304 sub para f will not have their extension cancelled if they fail or withdraw from the course but will become eligible to apply for Early Termination.

d. **Transfer within Services, between Services and to the Reserve** See JSP 750 Chapter 3 para 29 - 32.

e. Personnel who apply to exit prematurely from their Service while undertaking a training course that attracts a training ROS will be removed from the course immediately, unless it is in the Service interest to do otherwise.

f. **Extension of Service to Complete Course or ROS.** Personnel assigned to training courses who do not have sufficient time to serve in order to fulfil the ROS requirement must agree to request an extension of service (see Para 4926) to cover the length of course and its associated ROS. In these circumstances, Form S61 should be completed and forwarded to the appropriate Career Manager prior to the commencement of training. The S61 should be completed to the effect that the individual understands that any new career/engagement and/or extension will remain valid in the event of course failure.

g. **Selection Procedure for Individuals Formerly Ineligible for Courses.** Individuals who are ineligible for courses as a result of submitting their notice, or are nearing completion of a commission or engagement stage, and subsequently withdraw their notice or re-enlist, will not necessarily be selected for the next available course for which they become eligible. Such individuals may be assigned to sea service, if due, with courses being arranged during their next period of shore service.

h. **Individuals subject to Administrative or Medical Discharge whilst completing ROS.** Individuals who are administratively discharged whilst under an FRI ROS obligation will be referred to the JPA termination debt recovery cell to make arrangements for recovery of the bonus. Arrangements for recovery of any payment following medical discharge will be on a case by case basis, in accordance with JSP 754.

i. **Time Spent in Acting Higher Rank.** Time spent in the acting higher rank by officers, ratings and other ranks does not generate a ROS.

j. **Transfer to a Longer Commission.** Transfer to a longer commission by officers does not attract a ROS.

k. **Non-reckonable Service.** Periods of non-reckonable service do not count against a ROS and, if approved, will extend the ROS end date accordingly.

5305. ROS Waivers

a. Requests for a ROS waiver will be considered on a case by case basis by a RoS Board which for OF4 and below will consist of Navy People-PSP Emp Pol SO1 and the relevant Branch Manager (or WFPT Head) with advice from Navy Legal. For OF5 and above the Board will consist of Navy People SOCTM NA, Navy People-SOCTM Head and WFPT Head. The Board will also consider the recovery of any costs for Training or other ROS.

b. Early release from a ROS commitment is not a right and should therefore not be relied upon if applying for civilian employment. Individuals must not accept an offer of employment which would commence earlier than the end date of the ROS period until their application for a ROS waiver is approved officially. Every effort must be made to ensure that there are no delays in forwarding any request for a waiver of ROS (especially those submitted for compassionate reasons) for staffing. If granted, a ROS waiver will enable individuals to apply for Early Termination, however release within 12 months will be subject to the agreement of the appropriate Competent Authority (see Annex 54A). A ROS waiver does not negate the requirement to repay any financial liability for a course, bursary or cadetship. See Para 5413 for further information regarding Non-Standard Early Termination (including ROS waivers), early release criteria and the application process.

c. If a ROS waiver is sought on medical grounds (further training only), the request must be accompanied by a medical certificate signed by a Service Medical Officer.

d. All ROS waivers, where granted, are to be reported to Navy People-PSP Emp Pol SO1.

5306. ROS for UY(E) University of Portsmouth (UoP) Degree Course

a. UY(E) officers who complete the UoP degree course as a precursor to joining the Officer Corps, but do not subsequently become a Gain to the Trained Strength in the Officer Corps (whether through voluntary or compulsory withdrawal from training), will have to return to the Ratings Corps (preferably in their source branch) to complete the balance of any ROS accrued whilst they were a rating on the trained strength. Completion of the ROS in full as a rating will cancel the financial liability that individuals would otherwise have (if leaving as officers) in lieu of their Service funded degree; failure to complete the ROS (for whatever reason) will mean that individuals potentially remain liable to refund education costs in full. Annex 53D refers.

b. The balance of the ROS (deemed to start upon posting of final results) to be served by a UY(E) officer on returning to the Ratings Corps will be determined by the ROS that was outstanding when they joined BRNC, less any time served as an officer.

c. In an exceptional case (medical, compassionate or welfare; not professional or educational failure) and for reasons outwith their control, should a UY(E) fail to complete the UoP course or is unable to complete the ROS as a rating, then the liability to repay education costs in lieu will be reviewed. Each case will be considered on its individual merits.

5307. ROS for Transfers and Re-entry Requiring Bespoke Training

Personnel re-entering or transferring into the Royal Navy, or transferring between branches and/or specialisations, who are required to undertake a period of bespoke training may be required to accept a ROS liability for such training. The bespoke training ROS will be determined on a case-by-case basis by the Terms of Service Team, in consultation with key Headquarters personnel, who will provide written notification to the individual of the ROS liability.

5308. ROS for Undertaking Command Assignments

a. **General.** Command is a privilege and the essence of service as an officer in the Royal Navy. It is an opportunity given only to the very best and it carries certain obligations and responsibilities. These are most evident whilst in an assignment, but the experience gained in command is unique. Additionally, there are some appointments at OF4 level and above that, by necessity, draw on previous Sea Appointment Selection Board (SASB2)/Air Appointment Selection Board (AASB2) command experience. It is, therefore, in the best interests of the Service that it should seek a return on its investment in assigning individuals to command. Command appointments are therefore reserved for those officers who are prepared to show exceptional commitment by providing an assurance of continued service which will allow both them and the Service to capitalise upon their command experience to the overall benefit of Defence and in the interests of national security. An officer who is not prepared to accept command under these terms will not have their assignment confirmed and may be removed from any future command considerations.

b. **ROS Starting Point.** Officers undertaking their first assignments after selection by the annual Jun/Jul SASB2/AASB2 will be required to provide a 24-month ROS. Whilst the obligation to complete the ROS is incurred from the date that command is assumed i.e. the start date of the SASB2/AASB2 command assignment, the ROS period will commence on completion of their command tour (or the date of earlier re-assignment if applicable). Such a ROS may also be applied to other command assignments (eg. RM, Shore Command, Charge, SASB1 etc.) if deemed appropriate and/or necessary[1]. In such cases, the ROS starting point and liability will be calculated in the same manner. Officers will be notified of the ROS attached to a future command assignment on the Assignment Order and must complete a ROS Declaration Form (Annex 53E). The officer will be given the opportunity to decline the appointment offer.

c. **Impact of Applications for Early Termination.** Applications for Non-Standard Early Termination are to be made in accordance with Para 5413, however, it should be understood that Non-Standard Early Termination is not a right and officers should not seek or accept future employment in the expectation that an application will be approved.

[1] Where ROS requirement for any Command Appointment is to be changed an Equality Analysis (EQIA) is to be raised to justify the change.

ANNEX 53A

RETURN OF SERVICE UNDERTAKING FOR FURTHER TRAINING

Refer to JSP 750, Chapter 3, Annex E or Annex F.

ANNEX 53B

INITIAL TRAINING ROS

Table 53B-1. Minimum ROS for Initial Training undertaken by RN and RM Officers

Entry Type	Branch	ROS Rule
University Cadet Entrant (UCE) and Naval College Entrant (NCE) taking a full-time in-service degree (see Note)	Warfare, Logistics, Engineering and Royal Marines	5 years commissioned service from completion of an officer's initial training (i.e. including professional training)
Defence Technical Undergraduate Scheme (DTUS) - Bursar	Engineering (excludes officers promoted from the Rating Corps who enter as NCE in-Service degree officers)	3 years from completion of an officer's initial training (includes professional training such as the SEMC)
Direct Graduate Entrant (DGE) and NCE not taking full-time in-Service degrees (see Note)	Logistics, Engineering (including TM), Warfare (except aircrew and ATCO), Royal Marines and Medical / Dental Officer.	3 years from completion of an officer's initial training
Air Traffic Controller	Warfare	3 years from completion of Joint Air Traffic Control Course or equivalent ATM Course.
Aircrew	Warfare/Royal Marines	6 years from completion of Operational Conversion Unit (OCU)for both rotary and fixed wing training
Medical Cadet	Medical	Commences at the beginning of the pre-registration year and runs for 6 years from the date of full registration with the General Medical Council
Dental Cadet	Medical	7 years from registration with the General Dental Council

Note. *The in-service degree known as 'Foundation for the Future (F3)' which NCE Logistics and Warfare officers (except Aircrew and ATCO) undertake during initial training is not a full-time in-service degree.*

Table 53B-2. Completion of Initial Training - All Officer Branches

Officers (inc. SUY)	GTS Point
X(GS)	Completion of Initial Warfare Officers Course (IWOC)
X(SM)	Completion of IWOC
X(INT)	Completion of JMIC
X(IW METOC)	Completion of SFT(IW METOC) inc. Air Forecasting Qualification
X(P)	Completion of OCU
X(O)	Completion of OCU
X(ATC)	Completion of JATCC or ATM equivalent course
E(AE)	Completion of Certificate of Competence
E(ME)	Award of MEQ
E(MESM)	Award of Cat A1 EOOW qualification
E(WE) - Direct Entry	Completion of SFT(WE)
E(WE) - SUY	Completion of SEMC 3A
E(WESM)	Completion of DWEO (Desig) or SWS OEC
TM - Direct Entry	Completion of TMOC
TM - SUY	Completion of TMOC
L	Completion of Basic Logistics Officers Course (Maritime)
MS(EHO) & MS(SM) DE	Completion of INT(O)
Medical - Cadet/DE	Completion of NEMO Course
Dentist	Completion of INT(O)1A
QARNNS	Completion of INT(O)1A
Chaplain	Successful completion of Chaplaincy Fleet Board
SUY Deep Specialist (INT, C, HM, RNP, AV, ATC, MS)	Completion of SUY Course
RM GD	Completion of Phase 2 training
RM SCC/RM Band	Completion of SCC Course

Table 53B-3. Completion of Initial Training - All Rating and Other Rank Branches

See Para 5304 sub para b for more details.

Warfare Branch	Completion of Initial Training (note1)
Warfare Specialist	Completion of PH2 training; AWT - AWT270 (T23) / 271 (T45) AWW - AWW249 (T23) / AWW250 (T45) UW - UW 235 EW - EW 237 DELAC - AIR 201
Warfare Specialist Sensors (Submarine)	On completion of the AB WS (SSM) Career course (SSM 001) and either SMQ Vanguard (SMQ 002) or SMQ Astute (ACTS 41) Dry phase of training
Warfare Specialist Tactical (Submarine)	On completion of the AB WS (SSM) Career course (SSM 001) and either SMQ Vanguard (SMQ 002) or SMQ Astute (ACTS 41) Dry phase of training
Mine Warfare Specialist	On completion of the AB (MW) Career course (MW 200) and AB Seamanship (Sea 105) course
Hydrographic and Meteorological (H) Specialist	On completion of the AB HM (H) Career course (HM 200) and AB Seamanship (Sea 105) course
Hydrographic and Meteorological (M) Specialist	On completion of the AB HM (M) Career course (HM 215)
Seaman Specialist	Completion of Phase 2 training
Naval Airman (Aircraft Handler)	Completion of NAQC (RNSFDO)
Direct Entry Aircrewman	Completion of OCU (see note 2)
Aircraft Controller	Completion of LACQC (RNSAC)
Direct Entry Diver	On completion of the AB (D) Career course (DDS 100), DEMS 0807 and DEMS 0805 EOD courses (see note 3)
Direct Entry Cryptologic Technician	(See note 4)

(Continued)

Engineering Profession	
Accelerated Apprentice	(See notes 5, 6, 7 and 8)
Air Engineering Technician	Completion of AET QC, WT (Phase 2 training) and completion of QM assessment.
Survival Equipment Technician	Completion of SET QC, SET WT (Phase 2B training) and completion of QM assessment.
Engineering Technician (Marine Engineering)	MEGS completion of ETICC.
Engineering Technician (Weapon Engineering)	Completion of ET(WE) GS .
Engineering Technician (Communications Information Systems) Specialist	Completion of ET(CIS) CIS Career Course.
Engineering Technician (Marine Engineering Submarines)	Completion of SMQ Dry
Engineering Technician (Weapon Engineering Submarines)	Completion of Phase 2A (WE107), Phase 2B (UW441 or SWS105 or SWS106) and SMQ Dry
Communications Information Systems Specialist (Submarine)	Completion of Phase 2A (WE107), Phase 2B (UW172) and SMQ Dry
Logistics Branch	
Logistician (Writer)	Completion of SIPAC(M)
Logistician (Catering Services)	Completion of all Ph2 Trg modules at FSTW, DSLA
Logistician (Supply Chain)	Completion of Basic Supply Chain Specialist Course
Medical Branch	
Dental Nurse	On completion of Ph 2 DN training (BCU)
Medical Assistant	On completion of Ph 2 MA training (DMA)
Medical Assistant Submarines	On completion of Ph2 MA training (DMA), MASM1, SMQ Dry, SMERAS and SM FF.
Student Naval Nurse	On completion of Ph 2 NN training (BCU)
Medical Technician	On completion of Ph 2 MT training (BCU)
Direct Entry Naval Nurse	On completion of INT(R)
Direct Entry Medical Technician	On completion of INT(R)
Direct Entry Dental Hygienist	On completion of INT(R)
Royal Marines	
Recruit training	32 weeks On completion of Royal Marines King Squad Passout (KSPO)
Bugler	105 weeks On completion of SQB3 cse
Musician	135 weeks On completion of SQM3 cse

Notes:

1. *The table indicates the point at which a Rating or normally joins the trained strength on completion of Phase 1 and Phase 2 training. On occasion courses may run in different order and assignment to first complement billet will indicate the date they join the trained strength if this is the case and for Minimum Time to Serve (MTS) purposes.*

2. *The RoS for Aircrewman Training is 72 months from completion of OCU which runs concurrently with and extends beyond the MTS period. Aircrewman are able to submit a request for Early Termination after 60 months on the trained strength.*

3. *To be usable as a Diver individuals have to completed basic Diver training at the Defence Diving (DDS) and Explosive Ordnance Disposal (EOD) training at the Defence EOD, Munitions and Search (DEMS) Training Regiment. The ROS period will commence when Diver and EOD training has been completed.*

4. *CT Candidates will be considered as Gains to the Trained Strength (GTS) on completion of SCC at DITG CHICKSANDS, up to 15 months from this point they become eligible for advancement LH. 24-month RoS commences on completion SCC and runs concurrently with MTS.*

5. *WEGS Ratings on the Accelerated Apprentice Scheme will GTS* on completion of all of INT(R), LRLC and LETQC *IAW Ch 75. Their MTS, IAW 5302, will commence at this point (see note 1).*

6. *MEGS Ratings on the Accelerated Apprentice Petty Officer Scheme will GTS* on completion of all of INT(R), LRLC, LETQC, POETQC, SRLC and subsequent streamed training IAW Ch 74. *Their MTS, IAW 5302, will commence at this point (see note 1).*

7. *AA MESM and WESM GTS point is in accordance with Para 7304.*

8. *AA AE GTS point is on completion of both LAETQC and LRLC.*

ANNEX 53C

FURTHER TRAINING ROS

1. Details of ROS for Joint and tri-Service training for non-medical and medical courses is contained in JSP 750 Chapter 3, Annexes A and B.

Table 53C - ROS for Further Training - Royal Navy Only

Training	ROS (months)	Remarks
Officers		
Advanced Survey	30	
Air Warfare Instructors Course (X/RM)	30	
Landing Craft Officers Qualification	24	
Legal training – Post Graduate Diploma (Law), Bar Vocational Training and Pupillage	60	See Note 1
Legal training – Bar Vocational Training and Pupillage	48	See Note 1
Legal training – Pupillage	36	See Note 1
Mine Warfare Clearance Diving (LMCDO)	30	
Aircrew Instructor Course (Air 145)	24	Crewed and Uncrewed operators
RM Communications Officer	30	
RM Mountain Leader Officer	30	
SUY Degree Course (3 years)	48	
Upper Yardman (Engineering) – University of Portsmouth Degree Course	36	See Note 2
Warfare Officer streamed HM Aeronautical Meteorological Forecaster	30	See Note 3
Warfare Officer streamed HM Hydrographer	24	See Note 3
Ratings and Other Ranks		
Defence Specialist Welfare Worker Course (DSWWC)	36	On specialisation transfer (see Note 4)
Degree in Social Work	36	
Leading Aircraft Controller Qualifying Course	36	Specialisation transfer
Joint Air Traffic Controller Course or equivalent ATM course	36	Note 4
Leading Air Engineering Technician Qualifying Course	24	Avionics or Mechanical (see Note 8)
Leading Engineering Technician (Marine Engineering) Qualifying Course	24	Technician, Mechanical or Electrical (See Note 5)
Accelerated Apprentices (ME)	24	See Note 6
Accelerated Apprentices (WE)	24	All streams
Direct Entry Technician (ME)	30	See Note 7
Leading Engineering Technician (Marine Engineering Submariner) Qualifying Course – ME176	24	Mechanical or Electrical (see note 9)
Leading Engineering Technician (Weapon Engineering) Qualifying Course	24	All streams

(Continued)

Training	ROS (months)	Remarks
Ratings and Other Ranks		
Leading Engineering Technician (Weapon Engineering Submariner) Qualifying Course	24	All streams (see Note 10)
Leading Physical Trainer Qualifying Course	36	On specialisation transfer (See Note 4)
Leading Hand Hydrographic and Meteorological Qualifying Courses	24	On completion of the LH HM(M) (HM 216 course) or the LH HM(H) (HM 202 course)
Petty Officer Air Engineering Technician Qualifying Course	24	Avionics or Mechanical
Petty Officer Engineering Technician (Marine Engineering) Qualifying Course	24	Technician, Mechanical or Electrical (See Note 5)
Petty Officer Engineering Technician (Marine Engineering Submariner) Qualifying Course – ME264	36	Mechanical or Electrical (see note 9)
Petty Officer Engineering Technician (Weapon Engineering) Qualifying Course	24	All streams
Petty Officer Engineering Technician (Weapon Engineering Submariner) Qualifying Course	36	All streams (note 10)
Petty Officer Hydrographic and Meteorological (Hydrographer) Qualifying Course	24	On completion of the PO HM(H) (HM 203 course)
Aeronautical Meteorological Forecaster	30	On completion of the HM 300 course
Communication Technician Course	36	
Chief Petty Officer Engineering Technician (Marine Engineering Submariner) Qualifying Course – Nuclear Propulsion Supervisors Course (NPSupC) – ME305	36	See note 9
Coxswain Submariner Qualifying Course	24	On specialisation transfer (See Note 4)
Maritime Manoeuvre Wing (SBS Boats) – SF Boat Operators' Course	36	
RN Police Initial Course	36	On specialisation transfer (See Note 4)
RN/RM Aircrew – Aircrew Instructor Course (Air 145)	24	Crewed and Uncrewed operators
RM Weapons Technician 3rd Class	36	
RM Artificer (Vehicle (AV)	36	
RM Artificer Electronic Systems (AES)	36	
RM Bandmaster (BDMR)	36	
RM Foreman of Signals (Information Systems) (FofS(IS))	36	RM Colour Sergeants undertake Information Systems training courses run by the Army
RM Cyber Engineer Upgrader (Class 1)	36	
RM Communications Exploitation (RMCX)	36	
RM Level 3 Boarding Course (RMBC)	24	
RM Combat Intelligence 2nd Class	24	
RM Landing Craft 2nd Class (LC2) Course	24	
RM Landing Craft 3rd Class (LC3) Course	24	

(Continued)

Training	ROS (months)	Remarks
Ratings and Other Ranks		
RM Fabrication Technician (FT) 3rd Class	36	
RM Military Police 2nd Class	30	
RM Mountain Leader 1st and 2nd Class	30	
RM Physical Training Instructor 2nd Class (PT2) Qualifying Course	24	
RM Information Systems (RMIS) 3rd Class	24	RM Sergeants undertake Information Systems training courses run by the Army
RM Technician Electronic Systems (TES) 1st and 2nd Class	36	
RM Vehicle Technician (VT) 3rd Class	36	
RM Yeoman of Signals	36	

Notes:

1. *The differences in legal training ROS recognise that some individuals will be part-qualified on starting courses and will therefore require less training. For officers who successfully complete barrister training, the ROS liability will start to be 'worked off' from completion of pupillage. If, however, pupillage has to be split into 2 periods before and after another assignment, the ROS will be measured from date of completion of the first period.*

2. *Individuals who are withdrawn from officer training (voluntarily or compulsorily) before becoming a gain to the trained strength (GTS) will be required to return to the ranks to complete the balance of the 3 year ROS period.*

3. *Officers used to be trained in both Hydrographic and Meteorological, but now they are streamed H or M. The Officers streamed M complete the same HM 300 course as ratings and a ROS of 30 months is applied, while Officers streamed H complete similar training as a PO HM(H), therefore a ROS of 24 months is applied.*

4. *The ROS will start to be 'worked off' from the end of the training shown.*

5. *The ROS for MEGS is to be applied as follows:*

a. ME151A & C and ME152 A & C will be on completion of the respective Craft Training packages.

b. ME151B and ME152B will be on completion of the streamed qualifying course.

c. ME153 (All streams) will be on completion of the respective streamed qualifying course.

d. ME151T and ME153T will be on completion of the qualifying course for Technician.

(Continued)

Notes: (Continued)

6. *The RoS linked the ME151 to the series of training, noting a MTS in accordance with Para 5302 b(2) and (4), is also applicable the AA scheme.*

7. *In accordance with Para 5302 b(2) and (4), the MTS for DET is 30 months from completion of Phase 1 and Phase 2 Training. They also come under the TRoS associated with the respective Phase 2 course training.*

8. *The ROS period for Leading Air Engineering Qualifying Course will commence on successful completion of LAET Workplace Training and the award of Certificate of Competence to Supervise Aircraft Maintenance.*

9. *The ROS for MESM courses is to be applied as follows:*

a. ROS starts from completion of ME176 and all elements of the LET(MESM) training pipeline.

b. ROS starts from completion of ME264 and all elements of the POET(MESM) training pipeline.

c. ROS starts from completion of Nuclear Propulsion Supervisors Course (NPSupC) - ME305.

10. *The RoS for WESM courses is to be applied as follows:*

a. For LET, RoS starts on completion of LETQC and all elements of the LET(WESM) training pipeline (inc equipment and platform specific specialist training).

b. For POET, RoS starts on completion of POETQC and all elements of the POET(WESM) training pipeline (inc equipment and platform specific specialist training).

ANNEX 53D

UY(E) OFFICER CANDIDATES - UNDERTAKING TO WAIVE RIGHT TO GIVE NOTICE AND, IF APPLICABLE, TO REPAY THE COSTS OF SPONSORSHIP IN RETURN FOR UNDERTAKING FURTHER CAREER TRAINING/EDUCATION AND DEVELOPMENT

In consideration of the Secretary of State for Defence supporting me (under the terms set out in the attached document) while I am undergoing training at the University of Portsmouth (UoP) with a view to obtaining a Service funded degree required to become a UY(E) officer.

I, ...

of .....

.....

HEREBY AGREE AND UNDERTAKE that:

1. I will use my best endeavours to complete the studies.

2. In accordance with BRd 3(1) Para 5306 and upon completion of my final examinations on the UoP degree course, if, other than by reason of redundancy, I should subsequently:

a. Be withdrawn from officer training voluntarily before my Gain to the Trained Strength (GTS) point (having joined BRNC as a UY(E) officer), I will return to the rating corps (preferably in my source branch) to complete the balance of a 3 year ROS[1] – the length to be determined by the ROS outstanding on joining BRNC less any time served as an officer - in recognition of the fact that I will obtain a full time funded degree from the RN as a rating.

b. Be removed from officer training compulsorily before my GTS point (having joined BRNC as a UY(E) officer), I will return to the rating corps (preferably in my source branch) to complete the balance of a 3 year ROS - determined by the ROS outstanding on joining BRNC less any time served as an officer - in recognition of the fact that I will have obtained a full time funded degree from the RN as a rating.

c. Withdraw voluntarily or be withdrawn from the UY(E) scheme before entry to BRNC, I will be liable to complete a 3 year ROS as a rating (preferably in my source branch).

3. If I fail to complete the UoP course, I will be liable to repay costs incurred[2].

4. I understand that if I return to the rating corps and serve out of the required ROS in full, it will negate any financial commitment for the degree training received.

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[1] This will start upon posting of final results.
[2] In an exceptional case (Medical, compassionate or welfare, but not professional or educational failure), and for reasons out with my control, should a UY(E) fail to complete the UoP course or is unable to complete the ROS as a rating, then the liability to repay education costs in lieu may be reviewed by the Naval Personnel Team (E). Each case will be considered on its individual merits.

5. If, for any other reason, a ROS cannot be served in full, I shall be liable to repay costs. I will, if required to do so, pay to the Secretary of State an amount equal to the total of the costs incurred on my behalf by the Secretary of State in respect of, or in connection with, my studies and subsequent service. I understand that these costs include the tuition fees for the UoP degree course, an amount equivalent to the education grant received by University Cadet Entrants for the period of sponsored studies and the value of cash grants issued.

6. I agree that, if I cease to be a member of the RN, any costs that may be repayable to the Secretary of State pursuant to this understanding may be set off against any pay, allowances, pension benefits or other payments due to me. If this is not possible then recovery will pass to PACCC Recoveries & Write Offs.

The reasons for the Secretary of State requiring this undertaking have been explained to me.

Dated the …….. day of …… 20…….

(Signed): .....

Witnessed by:

(Name): ..... (Not a relative)

(Address): .....

.....

.....

(Occupation): .....

ANNEX 53E

RETURN OF SERVICE UNDERTAKING FOR SASB2/AASB2 COMMAND ASSIGNMENTS

To: [CM OF WAR SO1 / CM OF WAR AIR SO1]
1 Deck
Navy Command Headquarters
Leach Building
PORTSMOUTH
Hants
PO2 8BY

1. I understand and accept that:

a. My future appointment in Command of ……. has a return of service (ROS) of 24 months from completion of my tenure.

b. I recognise that, due to the unique experience gained in Command, it is in the best interests of the Service to seek a return on that investment and that I will be subject to the ROS liability from the date my Command is relinquished. I also understand that the precise ROS to be completed will be calculated by the Navy Command Headquarters Terms of Service Manager, who will take into account factors such as the ability of the Service to select, assign and train a replacement.

2. I have read and understood the regulations pertaining to ROS, Early Termination and/or Resignation described in JSP 750 and BRd 3(1).

Signed: .....

Name (in Block Capitals) .....

Service Number: .....

Date: .....

Once completed, this form will be placed on the individual's Personal File and retained.